



The Link

The National Organization of Professional Black Natural Resources Conservation Service Employees

2004 Executive Board

President

William Hunt
Minnesota

Past President

James Tatum
Maryland

Vice President

Ann English
Minnesota

Treasurer

Terron Hillsman
Tennessee

Corresponding Secretary

Kandace W. Dye
Washington, DC

Recording Secretary

Patricia Gaines
Mississippi

Parliamentarian

Charles Williams
Arkansas

Historian

Patti Jackson-Kelly
Minnesota

2004 Regional Representatives

NHQ and East

Melvin Westbrook
Maryland

Midwest

Shawn Anderson
Missouri

Northern Plains

Deric Clemons
Colorado

South Central

Gary Watson
Arkansas

Southeast

Kim Berry
North Carolina

West

Richard Campbell
California

The President's Message



William Hunt

As an old Curtis Mayfield and the Impressions tune began years ago "People get ready ...". Yes, the 2004 Organization training conference train is coming and will arrive on schedule Dec. 13-17, 2004, at the Doubletree Hotel in Sacramento, California. We are counting on you to plan early and NOW to be there. You don't need a ticket you just need a yearning to network and a burning passion to listen and learn the important "stuff" you need to improve your performance as an NRCS employee. Our members have spoken loud and clear that you want even more top quality, cutting edge, USDA mission-critical training. And I guarantee we are going to produce what you are asking for!

Our preliminary training agenda is being finalized "as we speak" and will be available by the end of this month. When received, DO review our training agenda carefully with your supervisor and document on your Employee Development Plan in ICAMS those agreed-to training courses we are offering that will help improve your work performance.

As you have come to expect, we are raising the training bar again this year! Our Employee Development and Planning Committees, under the able leadership of Burthel Thomas, Curtis Tarver, Jon Hall, Estella Williams, Demetrius Boozer, Patti Jackson-Kelly, and Ann English, are doing an excellent job of putting it all together for us. Our Awards Committee, under new Chair Robert Bradley of Kentucky, is planning another outstanding Small Farmer Awards luncheon program along with other important Organization special recognition awards. If you have not done so already, please send in your written nominations to the Awards Committee for Outstanding Member, Professional Development, etc.

California State Conservationist Charles Bell, Regional Conservationist Richard Van Klavern and the other Western Region STC's are working closely with us and going out of their way to make us feel welcome and to ensure that our first-ever West Regional training conference is another huge success.

The West Region offers an excellent opportunity for many of our members to learn about a different array of equally important natural resource concerns. Take advantage of this location and make this a serendipitous learning opportunity by staying an extra day and participating in our planned California conservation bus tour on Friday. It will surely expand your knowledge and understanding of western conservation issues and why they must be adequately addressed in our agency's overall national conservation program. Plus, experiencing the West firsthand will expose you to some unique and promising corporate career advancement opportunities as well as learning for yourself that our western states are also great places to live, work, and play!

Calendar year 2004 marks the beginning of the final countdown for this Executive Board. We have approximately 7 months left to serve. I guarantee we won't quit until our job is done at midnight on Dec. 31, 2004, and we can safely turn the reins over to our next generation of Organizational leaders. It has been a marvelous journey of exhilarating hard work and service. Thank you Board and members for your unbelievable support and a job well done!

William Hunt, President

11th Annual Training Conference



The National Organization of Professional Black Natural Resources Conservation Service Employees (The Organization) is held its 11th Annual Training Conference at the Millennium Hotel

in St. Louis, Missouri, December 1 – 5, 2003. The theme was ***“Unlocking the Gateway to Natural Resources Through Awareness, Knowledge, Leadership, and Service.”***

Conference Highlights

The Raymond Family of Sherwood, Maryland—NOPBNRCSE's 2003 Small Farmer of the Year!



Matthew Moore
Louisiana's 2003
Small Farmer of the
Year

Opening Session

Assistant State Conservationist for Missouri, Terry Cosby and Regional Conservationist for the Midwest, Charles Whitmore welcomed The Organization to the Midwest, here to Missouri. President Bill Hunt, welcomed everyone to the conference. He mentioned we currently have 334 conferees already registered. President Hunt also acknowledged the 30 new life members and a few life members who have recently experienced tragic, distressing circumstances.

Chief Bruce Knight spoke to how he is impressed with the enthusiasm and compassion of The Organization and the training conference. The Chief spoke on the need for training and working toward new partnerships. He said “The role of the Organization is serving as a bridge

to communities. NRCS is committed to greater diversity. We need to match the diversity of the workforce to the diversity of our nation.” Our Chief also spoke on competitive sourcing and that after certain studies and comparisons were concluded, it was found that NRCS provides most services more economically than a competitor. Although, some jobs will be outsourced, NRCS is committed to helping employees. In the reorganization plan, there is no workforce reduction plan. Chief Knight also mentioned that since the 2002 Farm Bill there are more resources available to farmers.

Open Forum—Deputy Chief for Programs

Tom Weber, Associate Chief (NHQ) spoke about Conservation Programs—Key Enablers for Stewardship. He identified the trend for FY2004 which predicts a significant amount of contracts with fewer dollars, but more clients serviced. Tom also made a projection concerning the impact the CRP workload will have on FY2007 - 2009. A large percentage of NRCS employees will retire leaving new staff with less knowledge of CRP history and administrative problems. The trend for NRCS full time employees (FTE) from FY1980-2001 has gone down while the number of programs administered has vastly gone up.

Trend for NRCS Staff from 1980 – 2001:

15,167 – FTE – 1980
13,800 – FTE – 1985
13,510 – FTE – 1991
11,800 – FTE – 1996
11,400 – FTE – 2001

Are You Listening?

Jill Butler helped participants enhance their listening skills, and also explained the mistakes that are made by not listening.

When you don't listen well you are more likely to “mis-focus.” Sending or receiving the wrong message eighty percent (80%) of our “work” involves communicating – listening, speaking, reading, and writing.

Barriers to effective listening include:

- Distractions
- Selective hearing: hearing what you expect or want to hear.
- Non-stop talkers
- Jumping to conclusions
- Prejudices and pre-determined opinions

Key skills for effective listening include:

- Use attentive body language -FOCUS
- Maintain silence and be observant

- Avoid prejudging and jumping to conclusions
- As an active “listener” encourage the speaker to clarify points.

The 10 commandments of listening:

- Listen for factual information. Avoid Assumptions
- Concentrate on what is said. Focus
- Stop talking, even to yourself
- Avoid making hasty decisions before you get all the facts
- Respond to the message, not the person.
- Emphasize with the speaker
- Leave prejudices behind
- Share responsibility for communication – ask for clarification.
- Watch the speaker's body language
- WANT TO HEAR AND LISTEN

Flexible Spending Account

Presenter: Karen Little

- FSAs are Pre-Tax Employee Benefits for certain eligible expenses (speech therapy, co-payments, dental care, medical, etc.).
- Two types of FSAs: Health Care FSA and Dependent Care FSA
- Allows current active employees to put money aside before taxes to cover the eligible expenses not covered by Federal Employees Health Benefits and/or Dependent Care Programs.
- Contributions are voluntary
- Maximum limit on contributions: Health Care FSA \$4,000 and Dependent Care FSA \$5,000
- The program is very new and Human Resources Specialists in the States are not very knowledgeable about the program. Program is administered by SHPS, Inc. and employees must first work with them for assistance. Website: www.fsafeds.com Phone: 1-877-FSAFEDS Email: fsafeds@shps.net

Networking Skills

Presenter: Stacie Robinson, Technical Consultant from Business Network International/BNI.

Just as there are the “7 Habits of Highly Effective People” (Covey), similarly there are “7 Habits of Highly Effective Networkers”.

RECOMMENDATIONS:

1. Be Proactive. Don't sit around waiting to be discovered
2. Begin with the End in Mind – Determine who you need to meet and plan it.

3. Put 1st things 1st. Demonstrate personal integrity by doing what you say you are going to do.
4. Think and plan Win/Win strategies by building lasting relationships. Help others and they will help you.
5. Seek to understand others, and be an attentive listener. Become a resource for contacts, referrals and connections.
6. Synergize. Network with everyone you meet by using networking skills
 - a. Keep tools to network on hand. Always use business cards and when appropriate, use your name tag worn on YOUR RIGHT.
 - b. Act like a host and not a guest. Introduce yourself and others.
 - c. When you introduce yourself have a quick selling slogan about yourself. It should be what problem you solve and NOT JUST YOUR JOB TITLE. (i.e. "I help the city keep the water clean").
 - d. Listen. Listen. Listen. Look for clues to help your career. (i.e. Who needs what done).
 - e. Follow up contacts within 48 hours. Calls and notes work. Email doesn't.
7. Sharpen the Saw. Make yourself valuable and tell it. Develop your 30 second presentation focusing on your strengths and value to the people you need to know.

Ethics

Caryl Butcher, Presenter

Ms. Butcher noted that USDA and NRCS employees must conduct themselves in an ethical manner at all time. There are many situations with potentially ethical implications. When working with the Farm bill and other NRCS activities employees must avoid

- conflicts of interest
- loss of impartiality
- prohibited representations, and
- the discussion and use of non-public information

Ethics principles apply to NRCS Liaison staff as well as other NRCS employees and partners representing the government with Technical Service Providers and others.

E-Gov

Presenter: Owen Unangst, Information Technology Center, Ft Collins, CO

E-Gov is related to the 'Management Initiative' of President George W. Bush,

government efforts of paperwork reduction, the E-File initiative, and multiple electronic activities within the government.

The President's Management Agenda includes activities of:

- E-Gov
- Human Capital Management
- Competitive Sourcing
- Financial Management, and
- Budget/Performance Integration

E-Gov objectives include:

1. Enable customers to access USDA programs and services 24 Hrs/day, 7 days a week.
2. Enable customers to obtain information via the internet
3. Enable customers to feel more connected; and
4. Enable customers to access government services through a single point of entry

Emphasis is placed on our relationships with customers as well as our partners.

NAS did a survey of how many people were using computers to access USDA information. In 1997, 17% of the USDA customers accessed programs and services electronically. In 1999, 29% did so; the percentage grew to 45% in 2001. The 2003 data is not yet available. Some of those may have been food and nutrition information seekers, and not farmers and ranchers investigating agricultural programs. However, we do know that the public uses computers more, and customers want fast, convenient, and computerized services of all kinds.

An Introduction to Arc GIS Parts A&B – Fro ArcView 8, ArcEditor 8, and ArcInfo8

Presenters:

*Paul Fukubara, Resource Technology Branch Leader
W. Dwayne Daniels, Certified Professional Soil Scientist*

The instructors discussed of the importance of Geographic Information Systems (GIS), and the role of GIS interface tools like ArcGIS. One highlight of the session was the computer demonstration. The class had a hands-on opportunity to use computers to explore the system by adding various data layers to complete a picture.

Part B focused on GIS editing tools of the program. Advance extensions were presented to illustrate 3 dimensional views. Another exercise explored more of the advanced features of the software, and peaked the interests of the participants.

Homeland Security

Presenter: Carlos Henning, Director of Resource Assessment Division

Sixteen individuals attended the Homeland Security morning training session. Carlos Henning did a great job of covering NRCS' role in Homeland Security. NRCS' support to this agency possibly includes the lending of vehicles/ office space and assistance from field offices (soil maps, planning information).

Henning addressed NRCS' important role in the protection of food, water, and other resources. He also spoke of the vulnerability of agriculture in the United States from technology to watersheds. Concluding his session, he emphasized the role supervisors must play which includes knowing the whereabouts of employees, being aware of threat conditions, and having an emergency plan established.

A Diverse View-Field Office Customer Service

Presenter: Gwyn Gitten

In this session, individuals were asked to discuss two topics with others trying not to make assumptions about the other person. These topics included:

1. What individuals (friends, ministers, parents, mentors, and spouse) influence your life and decision-making?
2. Discuss likes and dislikes.

Exercise was conducted to get to know people and to see if their dislikes/likes were the same as yours. As individuals we need to expand our knowledge/customer service.

Conservation Effect Assessment Project (CEAP)

Presenter: Maury Mausbach

Mausbach discussed legislation of the Farm Bill programs. He informed the class that PRMS will be PRS for reporting conservation practices. The purpose (NRI) survey was to explained to the class and it's use in the field level. Three major concerns for CEAP are water quality, soil erosion, watershed/Ag waste. NASS enumerators are doing field visits to look at farming practices, make sure a conservation plan is on file, and what year the conservation plan was created. NRI and CEAP are sampling sites together with models to estimate impacts. Two stages of CEAP-NRI are National Assessment and Watershed Studies.

Management Tools for the Future

Presenter: Dana York

This session was a focus on Field Business Process (FBP) and its relativity from the field level request to the state or regional level for allocations. We are now testing the new reporting system, PRS. The current workload analysis enables us to get requested funding. Accountability equals program funding. Direct Charge is recording obligation by performance (fix cost, reimbursement, earmarks, permanent staff and TSP) and spending the amount and as specified by Congress. WEBTCAS is a Direct Charge. Data from Toolkit, PROTRACS, PRS, WEBTCAS, SCIMS, SMARTECH Data entry and the Conservation Journal will be used for making these decisions.



**The Organization's
Going to California!**

Take Note!

The Organization's 12th Annual Training Conference

December 13 - 17, 2004 in Sacramento California.

This year's theme is:

"Western Diversity: Many Faces, Many Dreams, One Vision – Conservation"

Reservation for Conference:

The Doubletree Hotel Sacramento at 1-800-222-TREE or the hotel directly at 916-929-8855 extension 4500.

The cut off date for making room reservation is **November 12, 2004**. Room rate is \$84.00 plus tax.

Attention Members!

Each member is asked to provide 1 recipe to contribute to the Organization's 2004 Cookbook. Please get recipes to Patti Jackson-Kelly no later than, **July 30, 2004**. Your contribution to the cookbook is appreciated.

It's that time again!

The Executive Board would like to thank you again for your continues support of the Ad campaign. We continuously get positive comments about your dedication to the National Conference.

If your chapter is interested in purchasing a one page ad in the 12th Annual Training Conference agenda booklet, please have your preferably completed ads and \$100.00 sent to:

National Historian at 339 Tanglewood Lane Blue Earth MN 56013 or email to: pattijk2@hotmail.com no later than **July 30, 2004**. You do not have to have a chapter to submit an ad. Individuals, businesses, groups and agencies are welcomed to participate in the effort.

Organization Members—Food for Thought

If you can control a man or a woman's thinking you do not have to worry about their action. When you determine what a man or woman shall think you do not have to concern yourself about what they will do. If you make a man or woman feel he or she is inferior, you do not have to compel him or her to accept an inferior status for they will seek it themselves. If you make a man or a woman think that he or she is outcast, you do not have to order them to the back door. They will go there without being told; and if there is no back door, their very nature will demand one.

Dr. Carter G. Woodson

Life Members your bios are still needed!

The Executive Board would like to complete "A Book of a Lifetime" which will feature the first 200 lifetime members. In order for this project to be completed your assistance is needed. We would prefer not to have to print several empty pages with only a lifetime members name on it. Please submit a short bio to the National Historian if you have not already done so.

Below is a list of individuals who have no bio in the national archive.

6 Carzella Pritchett
9 Carlos Henning
10 Lloyd Wright
19 Yvonne Campbell
23 Carol Butcher
34 Sherman Lewis
35 Barry Hamilton
39 Walter Douglas
43 Demi Boozer
45 Astor Boozer
47 James Ford
50 Homer Wilkes
51 Wilford Pace
52 Estella Williams

53 Shirley Merritt
58 Lannie Smith
59 Willam Thomas
61 Horace Smith
62 George Prewitt
63 Lois Jackson
64 James Tillman
67 Horace Hodge
71 Mary Wheeler
73 Thaddeus Hamilton
74 Michael Mitchell
76 Sharon Nance
77 Reginald Spears
80 Anna Figueroa
90 Tony Mason
92 Curtis Tarver
94 Lawrence McGhee
95 Dennis Thomas
99 Alison Johnson
100 Andrew Johnson
102 Michael Raney
104 Chandra Berry
106 Malcolm Henning
107 Kasey Flowers
109 Charlie Reed
111 Denise Tennessee
113 Doris Washington
115 Jerome Reese
117 Jeanette Bradley
118 Levi Glover
120 Lincoln Moore
121 Wendell Jones
122 Mildred Watkins
123 Clifton Peters
124 Dorothea Martinez
125 William Towns
127 Lorenzo Henderson
128 Shawn Anderson
129 Myron Taylor
133 Shirley Bellows
134 Patricia Harris
135 Willie Rawls
136 Clifford E. Jones
137 Jon Hall
138 Elswarth Caviness
142 John Glover
144 Rose Webb
145 Anderson Neal, Jr.
146 Percy Magee, Jr.
147 Sherman Reed
148 Corey Farmer
152 and beyond

Chapter News

Missouri

Missouri has a new Assistant State Conservationist for Field Operations!

Eric Banks has been selected as Missouri's Area 2 ASCFO. Eric moves to Missouri from the Program Staff at Indianapolis State Office. Missouri is looking forward to having Eric as an employee and a member of the Missouri Chapter of the NOPBNRCSE.

Terry Cosby has recently left the great "Show Me State" to become the Deputy State Conservationist of Idaho. Terry was the Assistant State Conservationist for Programs in Missouri and an active member of the Missouri Chapter of the NOPBNRCSE.

Jimmy Henry the former Plant Materials Center Manager has retired. He was a very active member of the Missouri Chapter and the treasurer for numerous years. Jimmy will be missed by all of the NRCS and NOPBNRCSE family.

The Missouri Chapter would like to send a gracious thank you to all of the individuals who provided assistance and support at the 2003 NOPBNRCSE Training Conference in St. Louis, MO.

Texas

The Texas Chapter is a very dynamic chapter in promoting conservation information to landowners throughout the state. We participated with the Black Landowners Association of Texas in sponsoring activities to farmers and ranchers. Field conservation tours on landowners property has assisted in educational activities and implementation of conservation practices. Community Board Organization (CBO) assisted by the Texas Chapter has assisted farmers and ranchers in cooperative feed and seed purchases for various CO-OP's throughout the southern and eastern portion of the state.

The current goal of the Texas Chapter is to recruit more members by allowing individual from other agricultural related fields, specialists and associate (Retired NRCS) members to join. This will give a broader base of knowledge in influencing and associating with all the agricultural agencies and program available to landowners.

During the current calendar year, the Texas Chapter has participated in the Black Expo program in Crockett, Texas during Black History Month. The Limited Resource Specialist Troy Mumphy, Program Manager George Martin,

and Soil Scientist Levi Steptoe and Joseph Castille attend. A booth was monitored with displays and literature about NRCS and FSA programs. A banquet sponsored by the Black Landowners Association of Texas was held in Crockett, George Martin and Levi Steptoe represented the Texas Chapter.

We are implementing our scholarship program with an agreement Domino Pizza to assist in a fund raiser program benefiting 501©3 organizations. These scholarships assist agricultural students at Prairie View A&M University. Delta Pine and Land Company has also contributed to our program. The quest for corporate sponsors to enhance our scholarship is highly appreciated. Normally 4 to 5 students per year receive assistance from The Texas Chapter.

A summer meeting has planned in Palestine, Texas. This is a family outing, followed by a meeting for the up coming state meeting. The fellowship and bar-b-queue lunch provides a pleasant environment for those in attendance. The annual State meeting will be held in late October or early November at Prairie View A&M University.

The promotional golf tournament among the Texas Chapter and other agricultural agencies has been tentatively discussed. The majority of the time the golf tournament has been with NRCS employees only. This tournament would help the scholarship program.

The dialogue between the Texas Chapter members is quite open. Through our teleconferences, we discuss various issues related to the under served clients and how we can improve the situation through our various experiences. Many of the landowners know more about the USDA, NRCS, FSA, and RD because of our concern and informational activities.

Every year at the state meeting, we award an individual rancher or farmer with an Outstanding Conservation Award from the Texas Chapter.

Illinois

Illinois' Conservation Academy Award Winner Annette Holmes!

Illinois recently held it's 3rd Annual Conservation Academy Awards Program in Decatur, Illinois.

Annette Holmes, Soil Conservationist in Carthage Illinois, wins the award for the Best Soil Conservationist for her willingness to take on more work and more responsibility and to learn all she can to better provide the products

and services her clients want and need to protect their soil and water resources.

Annette has increasingly taken on more responsibility for program management and Field Office operations. She is an integral part of the Team in all aspects of the conservation workload. Skilled in the application of waterways and basins, Annette assisted in more than 87 projects that were applied in fiscal year 2003. Annette does an incredible job of conservation planning. Her contributions have resulted in more than 11,300 acres of planning completed last fall.

A few of Annette's greatest accomplishments during 2003 include taking the lead in handling the EQIP and GRP workload for the Carthage Office. She also accepted complete responsibility for all conservation programs in the Northeast quarter of Hancock County, about 120,000 acres. This workload required serving 64 sodbuster and swampbuster requests, nearly 20 CPP investigations, and all continuous CRP contracts in the area.

Having worked in many different Field Offices, faced different types of clients, worked with different partners and co-workers, Annette has established the base for a long and rewarding career in conservation. She is flexible, technically skilled, a good communicator and listener, and is open to learning from other individuals and situations that can provide valuable experience.

Annette is a thoughtful, considerate individual with a personable disposition. She is extremely thorough in her work ethic and has a tremendous commitment to follow all projects through to completion. She has many other talents which make her successful in achieving NRCS agency objectives.

Perhaps Annette's most obvious asset is her personality. She has a very professional, yet personal demeanor that allows her to successfully work with clients as well as her fellow co-workers in her home county and the other counties she assists. She has received many compliments from landowners, operators, contractors, and other USDA staff. Annette, congratulations for being the BEST!



Charles Whitmore, Midwest Regional Conservationist, Annette Holmes, Soil Conservationist, and Bill Gradle, Illinois' State Conservationist

Kentucky

The Kentucky Chapter would like to welcome some new faces to the State:

Bobby Bradley comes to us from Arkansas. Bobby was a state agronomist in Arkansas, but has taken an Area Conservationist position in KY. Bobby by achieving this position has made history by becoming the first black Area Conservationist in the state. We wish Bobby much luck in Area 2.

Ryan Collins comes to us from Mississippi. He is a graduate of Alcorn University and will be working as a Soil Conservationist out of the Mayfield Field Office.

Johnny Radzman comes to us from Tobago, Trinidad. Johnny was an adjunct lecturer for the Dept. of Forestry and has taken a position as a Soil Conservationist working out of the Hardinsburg Field Office.

Mari Dely Yselle comes to us from Puerto Rico. Mari is the first Hispanic hired by the state and she is a Civil Engineer working out of the London Field Office.

The Kentucky Chapter is extremely proud to welcome these individuals to our state and the Chapter looks forward to working with them.

The Kentucky Chapter would like to acknowledge that the Chapter is hard at work planning upcoming events. The Chapter is planning a KSA Workshop this year along with possibly Estate Planning, Agricultural Land Laws, Arc View, and various technology trainings in the near future. The highlighted event of the year will be the Kentucky Small Farmers Conference to be held at Kentucky State University on November 16th, 17th, and 18th. The Chapter currently sponsors the Small Farmers Award and presents the award to the recipient at the annual banquet held at the conference. We encourage and invite all to come and attend this conference. It is action packed and you will get to meet some real small farmers who take a lot of pride in their family farms.

The Chapter would also like to welcome back home Tim Anders who has been on active duty in Iraq over the past several months. Tim was also featured just recently on the MY NRCS

website. The Anders Family recently had a new addition to their family and the Chapter provided dollars for a care package for Tim and his family just as a token of congratulations and appreciation for Tim's work and dedication in defending our country. Welcome Back. Feel free to contract our chapter about any scheduled upcoming events.

Colorado

We the members of the Colorado Chapter would like to extend our warm and heart-filled "Congratulations" to **Ms. Esther Bright** on her recent retirement. Ms. Bright was truly blessing to our NRCS family as well as our Organization. Ms. Bright was a very nice, dependable, honest, supportive, and a committed member to the National Organization as well as to her local chapter. Ms. Bright might have left our NRCS family, but we have her for Life in The Organization. Thank you for the many years of service and a job well done. You will be sorely missed.

Best wishes Esther!

Look Who's Published!

Echoes of My Soul

A book of poetry inspired and written by The Organization's own--Diane Gardin of Michigan.

Diane has been a writer since the age of nine. She believes that writing is God's gift to her. She is a Christian who believes that every door that is opened is because God has allowed it to be. To her, writing is a ministry and she hopes that her words bring joy, comfort, enlightenment and peace to all that read these poems.

Diane is a mother of two beautiful children a son James Patrick and daughter, Janene Patrice Gardin. She has worked for the federal government for more than nineteen years. Diane is a free lance writer and on staff of a local minority newspaper, The Michigan Bulletin in Lansing. She has had devotionals and poems published.

Diane served her country as a Non Commissioned Officer (E-5) in the Army Reserves for eight year with assignments and trainings in Germany, Belgium, Arizona, and Michigan. Diane is currently completing her degree in Communications at Michigan State University.

If you would like to purchase "Echoes of My Soul" Please fill out the following form:
Sorry, No C.O.D. or cash orders.

SHIP TO:

NAME: _____

ADDRESS: _____

CITY: _____ STATE _____ ZIP _____

Description	Qty	Unit Price	Total Price
Echoes of My Soul	_____ x	\$12.95	\$_____
		S&H*	\$_____
		Total	\$_____

* Include \$3.00 per book to cover shipping and handling.
Prices are subject to change without notice. Allow 4-6 weeks for delivery.

Send certified check or money order (no personal checks, C.O.D. or cash orders) to:

Diane Gardin
1028 Smith Avenue
Lansing, MI 48910



The National Organization of Professional Black NRCS Employees (The Organization) 2004 Membership Application

Any person or organization subscribing to the purpose of the National Organization of Professional Black NRCS Employees is eligible to apply for membership. Please type in your information before printing. You may print a blank form to fill out by hand. Please print clearly. Feel free to copy blank form and distribute as needed.

(Please send 2 signed copies to the treasurer.)

The Organization
Wayne Griffin, Financial Secretary
P.O. Box 6887, Fort Worth, Texas 76115

Choose Type of Membership

☐ **Lifetime Membership (\$500.00)**

- ☐ 1 payment (\$500.00) ☐ 2 payments (\$250.00)
☐ 4 payments (\$125.00) ☐ 5 payments (\$100.00)
☐ 8 payments (\$62.50) ☐ 10 payments (\$50.00)

☐ **1-Year membership for 2002 (\$45.00)**

Applicable to anyone who desires to be a member of The Organization.

☐ **Sustaining Life Membership**

Applicable to Life members who contribute \$130.00 or more annually after obtaining Life Membership status.

- ☐ I prefer to mail my payments
☐ I prefer Direct Deposit.

☐ **Sustaining Annual Membership**

Applicable to any regular annual member who contribute \$130.00 or more annually towards the support of the Organization.

- ☐ I prefer to mail my payments
☐ I prefer Direct Deposit.

Choose Type of Membership

☐ Mr. ☐ Mrs. ☐ Ms. ☐ Miss. First Name _____ M.I. ____ Last Name: _____

Title Agency: ☐ NRCS ☐ Other: _____

Office Address _____

City _____ State _____ Zip _____ - _____

Phone: () _____ Fax: () _____ E-mail: _____

(If you prefer to receive Organization mailings at a different address please provide mailing information below.)

Office Address _____

City _____ State _____ Zip _____ - _____

☐ **Yes** I would like to be listed in The Organizations Network Directory!

What Region are you in?:

☐ East ☐ Midwest ☐ NHQ ☐ Northern Plains ☐ South Central ☐ Southeast ☐ West

Are you a Chapter Member? ☐ Yes ☐ No (if yes, which one?) _____

(Note: Chapter dues are not accepted or processed at National level. Please send your chapter dues to your local chapter).

If asked, I am willing to serve on the:

- | | | | |
|---|--|--|---|
| <input type="checkbox"/> Agriculture | <input type="checkbox"/> Constitution & Bylaws | <input type="checkbox"/> Historical Black Colleges | <input type="checkbox"/> Planning |
| <input type="checkbox"/> Awards | <input type="checkbox"/> Employee Career & Development | <input type="checkbox"/> & Universities | <input type="checkbox"/> President's Advisory |
| <input type="checkbox"/> Budget | <input type="checkbox"/> Liaisons | <input type="checkbox"/> Membership | <input type="checkbox"/> Urban |
| <input type="checkbox"/> Communications | <input type="checkbox"/> Exhibits | <input type="checkbox"/> Ways and Means | |

Total Enclosed \$ _____ **Signature** _____

FOR OFFICIAL USE ONLY

Date Received: _____

Authorized Initials _____

Cara Clark, Editor

The Link

2505 N. Willow Road RR7
Urbana, IL 61802